

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2010-11 Rating Period

GENERAL INFORMATION

LEA Name:

Austin Area SD

AUN Number:

109530304

Address:

138 Costello Avenue Austin, PA 16720-9601

Name Superintendent or Chief School Administrator:

Dr. Matthew J Hutcheson

For Information Contact:

Dr. Matthew J Hutcheson

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TEACHER INFORMATION

Describe the LEA's system used to evaluate the performance of your teachers:

The District's formal evaluation system is based on the state form 428. Based on research the District has opted to implement a modified "3 minute evaluation" process utilizing a District designed evaluation form. The principal and/or the superintendent informally evaluate all staff on a monthly basis using the District form. The results of this form and the formal evaluation process are combined to complete the 428 form. The principal and the superintendent work together to review the effectiveness of the informal assessment process in evaluating staff instructional practices.

High expectation - low support
 Teacher directs questions to all students
 Technology is incorporated into the lesson
 Student expectations are focused on testing
 Students know work expectations – no displays
 Teacher is consistent and reactive to student issues
 Students are actively working on assignment or participating in lesson
 Standard aligned nightly homework major part of grade
 Students are engaged in an independent activity
 Teacher delivers lecture with students required to take notes
 High expectation - high support
 Specific activities at student's level
 Quality resources incorporate – students engaged
 Standard aligned quality projects and detailed tests are the major focus
 Quality work aligned to the standards is displayed
 Teacher is proactive about student issues – maintains control
 Student centered activity with teacher as a support resource
 Supports the learning – main focus is assessment
 Students are engaged in a cooperative real world performance based activity
 Teacher engages students in a standards aligned real world activity
 Low expectations - Low support
 • Whole class presentation
 • Technology is not integrated into lesson
 • Assessment late and/or include only homework
 • No student work is displayed
 • Students control the class instead of the teacher
 • Students in rows doing worksheets or taking notes
 • Minimal – major part of the grade
 • Students are participating in free time activities
 • Student learning is not tied to lesson
 Low expectation - high support
 o Teacher walks around the room
 Technology is used for show
 Most of the emphasis is on homework and quizzes
 Student work is display not applicable to lesson
 so Teacher provides numerous warnings to students
 so Students are engaged in a class discussion not related to lesson
 so Not related to standard – high point
 so Activity is not tied to standards or lesson plan
 o Teacher engages students but does not deliver standard aligned instruction

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:

- a. Teacher Development? No
- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

If a teacher is unsatisfactory they are given an improvement plan which becomes part of the formal process for continued employment. A second unsatisfactory is ground for removal if no progress has been made for the documented plan.

Does the LEA teacher evaluation system described above include the following as evaluation criterion:

- a. Student Achievement Outcomes? No
- b. Student Growth Data? No

How often does the LEA formally evaluate:

- a. New Teachers (Less than 3 Years)? Twice a year
- b. Experienced Teachers (More than 3 Years)? Annually

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?

- a. Yes or No? If Yes, describe background and process. No

Does the LEA publicly report teacher evaluation data by school?

- a. Yes or No? (Web link provided if applicable.) No

LEA Teacher Evaluations Summary:

Number Rated	22
Number Not Rated	1
Total Number Employed	23

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Austin Area JSHS	11	0 0%	0 0%	0 0%	3 27.3%	8 72.7%	0 0%	0 0%
Austin Area El Sch	12	1 8.3%	0 0%	0 0%	2 16.7%	9 75%	0 0%	0 0%
Totals	23	1 4.3%	0 0%	0 0%	5 21.7%	17 73.9%	0 0%	0 0%

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numerator) by the building total (Denominator)

- All Total percentages are the result of dividing the total number of ratings at each level (Numerator) by the overall total (Denominator)

***In order to ensure that individual ratings can not be deduced , we have not reported any Teacher or Principal information if building level or LEA level data is less than or equal to 5**

PRINCIPAL INFORMATION

Describe the LEA's system used to evaluate the performance of your Principals:

The principal evaluation form utilizes several key assessment areas to address the performance expectation for an administrator aligned with the instructional expectations for the staff. Curriculum and Instruction, Management Responsibilities, Staff Relations, Professional Responsibilities, and Parent and Community Relations

Does the LEA use the results of the principal evaluation system described above in decisions regarding:

- a. Principal Development? No

- b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? No

Does the LEA principal evaluation system described above include the following as evaluation criterion:

a. Student Achievement Outcomes? No

b. Student Growth Data? No

How often does the LEA formally evaluate:

a. New Principals (Less than 3 Years)? Annually

b. Experienced Principals (More than 3 Years)? Annually

Does the LEA use weighting formula(e) and/or rubric(s) to guide principal evaluators?

a. Yes or No? If Yes, describe background and process. No

Does the LEA publicly report principal evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	1
Number Not Rated	<u>1</u>
Total Number Employed	2

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LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	NA	Satisfactory
Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - All Total percentages are the result of dividing the total number of ratings at each level (Numerator) by the overall total (Denominator)

*In order to ensure that individual ratings can not be deduced , we have not reported any Teacher or Principal information if building level or LEA level data is less than or equal to 5